



COMHAIRLE NAN EILEAN SIAR

COMATAIDH NA GÀIDHLIG: GAELIC STUDENT PLACEMENT SCHEME 2024

24 SEPTEMBER 2024

Report By Chief Executive

PURPOSE

- 1.1 This Report provides information concerning the Gaelic Student Placement Scheme 2024.

EXECUTIVE SUMMARY

- 2.1 In conjunction with Bòrd na Gàidhlig, Comhairle nan Eilean Siar offered an opportunity for students with Gaelic skills to be employed for ten weeks during Summer 2024 in the Western Isles with organisations which use Gaelic in the workplace every day.
- 2.2 In Summer 2024, 12 students were duly placed with 11 organisations, and feedback from both the students and the organisations demonstrates very strongly that the 2024 Scheme was a great success.
- 2.3 This Scheme has been running for many years and has been very successful in developing the Gaelic skills of students and giving them valuable experience of a professional work environment. From the point of view of the organisations, the Scheme can give them the opportunity to hire students to work on specific projects, which would not have been possible to do without the assistance of these students.

- 3.1 **RECOMMENDATIONS**
It is recommended that the Comhairle note the Report.

Contact Officer: Donald Weir, Gaelic Support Officer, Sgioba na Gàidhlig

COMATAIDH NA GÀIDHLIG: SGEAMA GREIS GNÌOMHACHAIS NAN OILEANACH 2024

24 SULTAIN 2024

Aithisg leis an Àrd-oifigear

ADHBHAR

- 1.1 Tha an Aithisg seo a' toirt seachad fiosrachadh mu Sgeama Greis Gnìomhachais nan Oileanach 2024.

GEÀRR-CHUNNTAS

- 2.1 Ann an co-bhonn le Bòrd na Gàidhlig, thug Comhairle nan Eilean Siar seachad cothrom do dh'oileanaich le sgilean Gàidhlig a bhith a' cosnadh airson deich seachdainean as t-Samhradh 2024 aig buidhnean a tha a' cleachdadh Gàidhlig mar mheadhan obrach gu làitheil.
- 2.2 As t-Samhradh 2024, fhuair 12 oileanach greisean gnìomhachais le 11 buidheann, agus tha beachdan nan oileanach agus nam buidhnean air an Sgeama a' sealltainn gu mòr gun robh Sgeama 2024 glè shoirbheachail.
- 2.3 Tha an Sgeama seo air a bhith a' ruith airson iomadh bliadhna, 's e air a bhith air leth soirbheachail ann a bhith a' toirt cothrom dha oileanaich an sgilean Gàidhlig a leasachadh, agus eòlas a thoirt dhaibh air a bhith ag obair ann an àite-obrach proifeiseanta. Bho thaobh nam buidhnean, tha an Sgeama a' toirt cothrom dhaibh oileanaich fhastadh gus obair air pròiseactan sònraichte a dhèanamh, obair 's dòcha nach tachradh gun taic nan oileanach.

- 3.1 **MOLADH**
Thathar a' moladh gun toireadh a' Chomhairle fa-near na tha am broinn na h-Aithisg seo.

Cuir fios gu: Dòmhnall Weir, Oifigear Taic Gàidhlig, Sgioba na Gàidhlig

IMPLICATIONS

The following implications are applicable in terms of the Report.

4.1

Resource Implications	Implications/None	4.1
Financial	% to be met from Comhairle budgets	
Legal	None	
Staffing	None	
Assets and Property	None	
Strategic Implications	Implications/None	
Risk	None	
Equalities	None	
Corporate Strategy	Corporate Strategy Priority 1.5: Gaelic Language & Culture	
Environmental Impact	None	
Consultation	None	

BUAIDH

Tha na leanas mar bhuidhean a thaobh na h-Aithisge.

Buidhean Stòras	Buaidh/Neo-ni
Ionmhas	% ris an tèid coinneachadh bho bhuidseatan na Comhairle
Laghail	Neo-ni
Sgiobachd	Neo-ni
So-mhaoin is Tog	Neo-ni
Buidhean Ro-innleachdail	Buaidh/Neo-ni
Cunnart	Neo-ni
Co-ionannachd	Neo-ni
Ro-innleachd Chorporra	Ro-innleachd Chorporra Prìomhachas 1.5: Gàidhlig agus Cultar
Buaidh air an Àrainneachd	Neo-ni
Co-chomhairleachadh	Neo-ni

BACKGROUND

5.1 Organisations and students have highlighted the success of the Scheme every year since the Comhairle took over its running in 2015, with between 8-12 students typically registering their interest in the Scheme each year. Students need not be fluent in Gaelic, but must have at least some spoken, writing and reading skills in Gaelic. Therefore, the Scheme is open to students with different levels of ability in the language.

5.2 The students must be on a university/college course, (with the expectation that they will return to the university/college in autumn), and they must be based in the Western Isles for the duration of the summer. With funding

FIOSRACHADH

5.1 Tha buidhnean is oileanaich air a bhith a' moladh soirbheachadh an Sgeama gach bliadhna bhon a thòisich a' Chomhairle an Sgeama a ruith ann an 2015, le eadar 8-12 oileanaich a' sealltainn ùidh san Sgeama mar as àbhaist gach bliadhna. Chan fheumar a bhith fileanta sa Ghàidhlig, ach feumaidh co-dhiù beagan sgilean labhairt, sgrìobhaidh agus leughaidh Gàidhlig a bhith aig na h-oileanaich. Mar sin, tha an Sgeama fosgailte do dh'oileanaich le diofar ìrean de sgilean sa chànan.

5.2 Feumaidh na h-oileanaich cuideachd a bhith a' leantainn cùrsa oilthighe/colaiste, (le dùil gum bi iad a' dol air ais a dh' oilthighe/colaiste as t-foghar), agus feumaidh iad a bhith a' fuireach anns na h-Eileanan an Iar rè an t-samhraidh. Le

from Bòrd na Gàidhlig, (up to 80% of total costs of the project), 50% of the costs of the students are paid under the Scheme, and the organisations themselves pay the other 50%. The organisations must pay the Real Living Wage (£12.00 per hour) to the students for the ten weeks.

taic-airgid Bhòrd na Gàidhlig, (suas gu 80% de chosgaisean gu lèir a' phròiseict), bithear a' pàigheadh 50% de chosgaisean nam buidhnean fon Sgeama airson tuarastal nan oileanach, agus bidh na buidhnean fhèin a tha san Sgeama a' pàigheadh an 50% eile. Feumaidh na buidhnean-fastaidh an Tuarastal Bith-beò a phàigheadh do na h-oileanaich (£12.00 gach uair) airson nan deich seachdainean.

GAELIC STUDENT PLACEMENT SCHEME 2024

SGEAMA GREIS GNÌOMHACHAIS NAN OILEANACH 2024

6.1 The 12 students were placed with the following 11 organisations, covering a wide range of work through the medium of Gàidhlig:

- Kinloch Historical Society
- Ceòlas Uibhist
- Bragar and Arnol Community Trust
- Back Historical Society
- Acair
- An Taigh Ceilidh
- BBC Radio nan Gàidheal (two students hired)
- Spòrsnis
- Museum nan Eilean
- Comhairle Library Service
- Fèisean nan Gàidheal

6.2 In employing a student, each organisation offering a work placement were required to compile a list of tasks and duties which students were expected to complete during the ten weeks. This provided a framework and work targets for the student. This Gaelic "work-plan", which was completed by each organisation and returned to Sgioba na Gàidhlig, was introduced as a means to ensure that placements were well-structured and that Gaelic was the medium through which tasks were carried out. All work-plans that were returned were detailed and demonstrated the commitment to ensuring students carried out their work through the medium of Gaelic.

6.3 Both students and organisations were also required to fill in a detailed Microsoft Forms survey about their experience of the placement once it was completed. The results of this survey demonstrated that the 2024 Scheme was very successful. The students all

6.1 Fhuair na 12 oileanach greisean gnìomhachais leis na 11 buidheann a leanas, a' ciallachadh gun robh sreath farsaing de dh'obair tro mheadhan na Gàidhlig ann:

- Comann Eachdraidh Cheann a' Loch
- Ceòlas Uibhist
- Urras Bhràdhagair agus Àrnoil
- Comainn Eachdraidh Sgìre a Bhac
- Acair
- An Taigh Ceilidh
- BBC Radio nan Gàidheal (dà oileanach air am fastadh)
- Spòrsnis
- Museum nan Eilean
- Seirbheis Leabharlainn na Comhairle
- Fèisean nan Gàidheal

6.2 Ann a bhith a' fastadh oileanach, bha aig gach buidheann liosta de ghnìomhan agus dleastanasan a dheasachadh a bhiodh aig na h-oileanaich ri dhèanamh thairis air na deich seachdainean. Thug seo clàr-obrach is amasan obrach dha na h-oileanaich. Bha am "plana-obrach" Gàidhlig seo, a chuir gach buidheann air ais gu Sgioba na Gàidhlig, a' dèanamh cinnteach gun robh structar math air na greisean gnìomhachais agus gum b' e Gàidhlig an cànan tron an deach an obair a dhèanamh. Bha na planaichean-obrach gu lèir mionaideach, 's e follaiseach gun robh iad a' sealltainn dealas gus dèanamh cinnteach gun do rinn na h-oileanaich an obair aca tro mheadhan na Gàidhlig.

6.3 Bha aig an h-oileanaich is na buidhnean suirbhidh Microsoft Forms a dhèanamh cuideachd mu mar a chaidh dhaibh anns a' ghreis gnìomhachais. Bha toraidhean na suirbhidh seo a' sealltainn gun robh an Sgeama ann an 2024 gu math soirbheachail. Bha na h-

used Gaelic for the vast majority of the time while on placement, and all agreed with the following as a result of their placements:

- I am more likely to use Gaelic;
- My Gaelic skills developed;
- I have a better understanding of the value of Gaelic in the workplace, and;
- I have a better understanding of the place of Gaelic in the community.

The following comments, which were typical, and which were all through the medium of Gaelic, were made by students in terms of the benefits arising from the Scheme:

“Tha tuigse nas fheàrr agam air mar a tha siostaman anns na meadhanan ag obair, tha mi nas misneachaile a bhith a' bruidhinn agus a' sgrìobhadh anns a Ghàidhlig ann an suidheachaidhean profèiseanta, agus tha tòrr chothroman air a bhith agam ionnsachadh ann an dòigh practaigeach a bha a' còrdadh rium.” [“I have a better understanding of how the media works, I am more confident in speaking and writing Gaelic in professional contexts, and I had many opportunities to learn practical ways, which I enjoyed.”]

“Tha mi smaoineachadh gur e deagh chothrom a bh'ann a bhith a' dèanamh tuilleadh cheangalaichean le daoine mu m'aois sa, is cuideachd cothrom cluinntinn mu molaidhean sam bith a bhiodh againne mar daoine taobh a-muigh a chòmpanaidh.” [“I think that it's a great opportunity to make more connections with people of my own age, and it's also a chance for organisations to hear opinions about their work from people outwith the company.”]

“Tha e air toirt dhomh cothrom a bhith a sàs ann an stuthan ann an coimhearsnachd a' Bhac le bhith cleachdadh mo Ghàidhlig.” [“By using my Gaelic skills, it has given me the opportunity to be involved in community matters in Back.”]

“Tha mi air beachdachadh air dreuchd 'sna meadhanan Ghàidhlig roimhe agus tha seo

oileanaich a' cleachdadh Gàidhlig airson a' mhòr-chuid den tìde, agus chaidh aontachadh leis a h-uile duine gun robh na leanas fìor mar thoradh air na greisean gnìomhachais:

- Tha mi nas deòiniche Gàidhlig a chleachdadh;
- Chaidh na sgilean Gàidhlig agam a leasachadh;
- Tha tuigse nas fheàrr agam air luach na Gàidhlig san àite-obrach, agus;
- Tha mi nas mothachaile air suidheachadh na Gàidhlig anns a' choimhearsnachd.

Nochd beachdan nan oileanach a leanas, a chaidh a sgrìobhadh sa Ghàidhlig, gu math tric, mu bhuannachdan an Sgeama:

“Tha tuigse nas fheàrr agam air mar a tha siostaman anns na meadhanan ag obair, tha mi nas misneachaile a bhith a' bruidhinn agus a' sgrìobhadh anns a Ghàidhlig ann an suidheachaidhean profèiseanta, agus tha tòrr chothroman air a bhith agam ionnsachadh ann an dòigh practaigeach a bha a' còrdadh rium.”

“Tha mi smaoineachadh gur e deagh chothrom a bh'ann a bhith a' dèanamh tuilleadh cheangalaichean le daoine mu m'aois sa, is cuideachd cothrom cluinntinn mu molaidhean sam bith a bhiodh againne mar daoine taobh a-muigh a chòmpanaidh.”

“Tha e toirt dhomh cothrom a bhith a sàs ann an stuthan ann an coimhearsnachd a' Bhac le bhith cleachdadh mo Ghàidhlig.”

“Tha mi air beachdachadh air dreuchd 'sna meadhanan Ghàidhlig roimhe agus tha seo air

air a bhith uabhasach feumail ann a bhith a' sealltainn dhomh cò ris a bhiodh obair làitheal coltach an sin.” [“I have been considering a career in the Gaelic media and this has been very useful in terms of showing me what everyday work would involve.”]

From the point of view of the organisations, the following views were typical:

“Bha [an t-oileanach] a' bruidhinn Gàidhlig san oifis. Thuir e nach robh mòran chothroman aige nuair a bha e san Oilthigh a bhith a' cleachdadh na Gàidhlig agus chuir e luach air a' chothrom a bhith ga cleachdadh gu làitheil san oifis.” [“[The student] spoke Gaelic in the office. He said that he didn't have many opportunities to use Gaelic while in university, and he valued the opportunity to use it every day in the office.”]

“Bha an t-oileanach a' cleachdadh na Gàidhlig a h-uile latha a bha i ag obair an seo leinn. Anns an oifis, leis a' choimhearsnachd, air loidhne, air na meadhanan sòisealta, anns a h-uile dòigh. Bidh sinn a' cleachdadh Gàidhlig [...] a h-uile latha. Le sin, bha i a' cleachdadh, a' sgrìobhadh agus a' leughadh Gàidhlig a h-uile latha. Bha i cuideachd ag ionnsachadh òrain ionadail, agus dh'ionnsaich i facal Siarach no dhà cuideachd.” [“The student used Gaelic every day she was working with us. In the office, with the community, on-line, in social media, in every way. We use Gaelic every day [...] So, she used, wrote and read Gaelic every day. She also learned local songs, and she learned one or two Westside words too.”]

“Tha e an-còmhnaidh na thlachd dhuinn oileanaich a bhith againn. Tha e a' toirt spionnadh dhuinn agus tha na h-oileanaich a' dèanamh obair air leth gus ar cuideachadh.” [“It's always a pleasure to have students with us. It gives us a lift, and the students do valuable work to assist us.”]

“B' e a' bhuaidh a bu mhotha [aig an sgeama] gu robh an t-oileanach òg, le beachdan ùr a thaobh a bhith a' ruith chur-seachadan don òigridh. Chòrd e gu mòr ris an òigridh.” [“The [scheme's] biggest impact for us was that the student was young, with new ideas in terms

a bhith uabhasach feumail ann a bhith a' sealltainn dhomh cò ris a bhiodh obair làitheal coltach an sin.”

Bho thaobh nam buidhnean, nochd na beachdan a leanas gu math tric:

“Bha [an t-oileanach] a' bruidhinn Gàidhlig san oifis. Thuir e nach robh mòran chothroman aige nuair a bha e san Oilthigh a bhith a' cleachdadh na Gàidhlig agus chuir e luach air a' chothrom a bhith ga cleachdadh gu làitheil san oifis.”

“Bha an t-oileanach a' cleachdadh na Gàidhlig a h-uile latha a bha i ag obair an seo leinn. Anns an oifis, leis a' choimhearsnachd, air loidhne, air na meadhanan sòisealta, anns a h-uile dòigh. Bidh sinn a' cleachdadh Gàidhlig [...] a h-uile latha. Le sin, bha i a' cleachdadh, a' sgrìobhadh agus a' leughadh Gàidhlig a h-uile latha. Bha i cuideachd ag ionnsachadh òrain ionadail, agus dh'ionnsaich i facal Siarach no dhà cuideachd.”

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“B' e a' bhuaidh a bu mhotha [aig an sgeama] gu robh an t-oileanach òg, le beachdan ùr a thaobh a bhith a' ruith chur-seachadan don òigridh. Chòrd e gu mòr ris an òigridh.”

of running activities for young people. The young people enjoyed it hugely.”]

“Tha SGG gar cuideachd gu mòr. Chan e ach buidheann beag a tha unnainn, cathranas agus chan eil tòrr airgead againn. Tha SGG a' toirt dhuinn cothrom barrachd a dhèanamh airson ar coimhearsnachd thairis air mìosan an t-samhraidh agus a' toirt dhuinn cothroman coimhead ri pròiseactan inntinneach. Tha e cuideachd cho snog, cuideigin òg a bhith againn agus tha e a' còrdadh ris a' choimhearsnachd gu lèir. [...] `S e sgeama air leth prìseil a th' ann agus bhiodh e na chall mòr nan stadadh e.” [“The Student Placement Scheme assists us a lot. We are only small group, a charity, and we don't have a lot of money. The scheme provides us with the opportunity to do more for our community during the summer months and gives us the chance to look at delivering interesting projects. It's also really nice to have someone young with us, and the community as a whole enjoy it. [...] It is a valuable scheme and it would be a great loss if it came to an end.”]

The scheme has also had a real legacy impact for one of the organisations which took part in the scheme, in particular. The student who worked at Acair built an app to assist in the process of authors' royalties calculations and he also developed the Acair website.

- 6.4 In 2024, for the first time, there was also a prize of £200.00 from the Dileab an t-Siorraidh Trust for the student who submitted the best 1,500-word essay in Gaelic about their time on placement. In these essays, the students told us something about themselves, they described the work of the organisation where they did their placements, the knowledge and skills they acquired whilst on placement, and provided an account of the ways in which working on the Scheme made them view the place of the Gaelic language, Gaelic culture, or in terms of pathways into future employment.

These accounts will be very useful for the Comhairle in order to assess the efficacy of the Scheme itself, and in terms of implementing recommendations for good practice in training.

“Tha SGG gar cuideachd gu mòr. Chan e ach buidheann beag a tha unnainn, cathranas agus chan eil tòrr airgead againn. Tha SGG a' toirt dhuinn cothrom barrachd a dhèanamh airson ar coimhearsnachd thairis air mìosan an t-samhraidh agus a' toirt dhuinn cothroman coimhead ri pròiseactan inntinneach. Tha e cuideachd cho snog, cuideigin òg a bhith againn agus tha e a' còrdadh ris a' choimhearsnachd gu lèir. [...] `S e sgeama air leth prìseil a th' ann agus bhiodh e na chall mòr nan stadadh e.”

Tha buaidh mhaireannach dhà-rìribh air a bhith ann dha aon de na buidhnean a ghabh pàirt san sgeama gu sònraichte. Leasaich an t-oileanach a bha ag obair aig Acair app gus cuideachadh le bhith ag obair a-mach dligheachdan ùghdair agus leasaich e làrach-lìn Acair cuideachd.

- 6.4 Ann an 2024, airson a' chiad uair, bha duais de £200.00 ann bho Urras Dileab an t-Siorraidh cuideachd airson an oileanaich a sgrìobh am pìos de mu 1,500 facal sa Ghàidhlig as fheàrr mun àm aca air a' ghreis gnìomhachais. Sna h-aistean seo, chaidh innse mu na h-oileanaich fhèin, chaidh mìneachadh a dhèanamh air a' bhuidheann aig an robh iad, an t-eòlas agus na sgilean a fhuair iad tron chothrom seo, agus iomradh air dòighean sam bith air an tug e buaidh air am beachdan a thaobh na Gàidhlig, cultar na Gàidhlig, no a thaobh shlighean-obrach san àm ri teachd.

Bidh na cunntasan seo gu math feumail dhan Chomhairle airson lèirmheas a dhèanamh air èifeachdas an Sgeama fhèin, agus a thaobh mholaidhean air deagh chleachdaidhean trèanaidh a chur an sàs.

6.5 Sgioba na Gàidhlig have also been preparing short profiles of the students to be circulated through the Comhairle's social media accounts, in order to highlight the success of the scheme, and to show that there are clear pathways into Gaelic employment for young people with Gaelic skills.

6.5 Tha Sgioba na Gàidhlig cuideachd air a bhith a' deasachadh phiosan fiosrachaidh mu na h-oileanaich airson an cuairteachadh tro chunntasan mheadhanan sòisealta na Comhairle, a' sealltainn cho soirbheachail 's a tha an sgeama air a bhith agus gu bheil slighean soilleir ann do dh'obair ann an saoghal na Gàidhlig airson daoine òga le Gàidhlig.