



COMHAIRLE NAN EILEAN SIAR

COMATAIDH NA GÀIDHLIG: GAELIC STUDENT PLACEMENT SCHEME 2025

23 SEPTEMBER 2025

Report By Chief Executive

PURPOSE

- 1.1 This Report provides information concerning the Gaelic Student Placement Scheme 2025.

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 2025 in the Western Isles with organisations which use Gaelic in the workplace every day.
- 2.2 In Summer 2025, 13 students were placed with 11 organisations, and feedback from both the students and the organisations demonstrates very strongly that the 2025 Scheme has been very successful.
- 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.

COMATAIDH NA GÀIDHLIG: SGEAMA GREIS GNÌOMHACHAIS NAN OILEANACH 2025

23 SULTAIN 2025

Aithisg leis an Àrd-oifigear

ADHBHAR

- 1.1 Tha an Aithisg seo a' toirt seachad fiosrachadh mu Sgeama Greis Gnìomhachais nan Oileanach 2025.

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 2025 aig buidhnean a tha a' cleachdadh Gàidhlig mar mheadhan obrach gu làitheil.
- 2.2 As t-Samhradh 2025, fhuair 13 oileanaich greisean gnìomhachais le 11 buidheann, agus tha beachdan nan oileanach agus nam buidhnean air an Sgeama a' sealltainn gu mòr gu bheil Sgeama 2025 air a bhith 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-Aithisge seo.

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

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 (£12.60 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 (£12.60 gach uair) airson nan deich seachdainean.

GAELIC STUDENT PLACEMENT SCHEME 2025

SGEAMA GREIS GNÌOMHACHAIS NAN OILEANACH 2025

6.1 The 13 students were placed with the following 11 organisations, covering a wide range of work through the medium of Gàidhlig:

- Kinloch Historical Society
- Ceòlas Uibhist
- MacTV
- Back Historical Society
- Galson Estate Trust
- Comunn na Gàidhlig
- BBC Radio nan Gàidheal (two students hired)
- Spòrsnis
- Bùth Bharraigh
- Comhairle Library Service (two students hired)
- 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 2025

6.1 Fhuair na 13 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
- MacTV
- Comainn Eachdraidh Sgìre a Bhac
- Urras Oighreachd Ghabhsainn
- Commun na Gàidhlig
- BBC Radio nan Gàidheal (dithis oileanach air am fastadh)
- Spòrsnis
- Bùth Bharraigh
- Seirbheis Leabharlainn na Comhairle (dithis oileanach air am fastadh)
- 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

Scheme was very successful, with huge benefits for the students and a strategic importance in terms of the development of the organisations involved. The students all used Gaelic for the vast majority of the time while on placement, (reporting an average of 87.5% usage of Gaelic by them during their placements), 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;
- I agree that Gaelic is important to Scotland.

6.4 The following comments, which were typical, were made by students in answer to the following survey question:
[What benefits, other than earning money, has the Scheme had for you?]

[The Scheme has strengthened my Gaelic skills, particularly in terms of speaking it. This is very important, because I don't get the chance to speak Gaelic very often. It has also been good for my social skills because I have had to speak to a lot more people.]

[The Scheme gave me the opportunity to hear and use Gaelic every day in the workplace. After having been in a Gaelic environment all summer, I have become aware that I feel more confident, and I have developed my Gaelic skills.]

[I had the opportunity to develop my Gaelic skills, especially through working with other people in setting up a youth music club and

ann an 2025 gu math soirbheachail, le buannachdan do na h-oileanaich agus toraidhean ro-innleachdail a thaobh leasachadh nam buidhnean. Bha na h-oileanaich a' cleachdadh Gàidhlig airson a' mhòr-chuid den tìde, (a' daingneachadh gun robhar a' cleachdadh Gàidhlig 87.5% den tìde fhad 's a bha iad air a' ghreis gnìomhachais mar àireamh chuibheasach), 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 mothachail air suidheachadh na Gàidhlig anns a' choimhearsnachd;
- Tha mi ag aontachadh gu bheil Gàidhlig cudromach do dh'Alba

6.4 Nochd beachdan nan oileanach a leanas gu math tric ann a bhith a' freagairt na ceist a leanas: *Dè na buannachdan, a bharrachd air cosnadh airgid, a th' air a bhith aig an SGG dhut?*

Tha [an Sgeama] air a' toirt neartachadh dhan Gàidhlig agam, gu h-àraid a bhith ga bruidhinn. Tha seo cudromach dhomh oir cha bhidh mi faighinn cothrom mo Ghàidhlig a' chleachdadh cho tric a-nis. Tha cuideachd air a bhith math airson na sgilean sòisealta agam oir tha air a bhith agam a bhith a' bruidhinn ri tòrr a bharrachd daoine.

[Thug an Sgeama] dhomh an cothrom Gàidhlig a chluinntinn agus a chleachdadh gu làitheil ann an àite obrach. Às dèidh dhomh a bhith ann an àrainneachd Gàidhlig fad an t-Samhraidh tha mi mothachail gu bheil mi a' faireachdainn nas misneachdail agus gu bheil mi air na sgilean [Gàidhlig] agam a leasachadh.

Bha cothrom agam mo chuid sgilean [Gàidhlig] a leasachadh gu h-àraid a bhith ag obair le daoine eile leis gu robh mi a' cur air dòigh cluba

helping with the running of a club for elderly people in the district. I also got the opportunity to develop my workplace skills by spending a lot of time working with and developing the Comman's resources.]

- 6.5 The following comments were made by students in answer to the following question: *[Has the Scheme had any impact on you in terms of thinking about your future career?]*

[It has confirmed to me that I will be looking for employment in a Gaelic workplace in future.]

[I would say that it has confirmed my belief that I am on the correct career path, now that I have started my PGDE qualification.]

[It has had a great impact on me. After the work I did on the Scheme, I intend to pursue a Gaelic career.]

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

[It was a huge help for us to have X with us over the summer at a time which is very busy with different fèisean and events. X was working on Radio nan Gàidheal's social media platforms, and she contributed greatly to what we accomplished this year.]

[The Scheme was hugely beneficial for us again this year. Our student was very capable and committed. She had the opportunity to express her views, and it was useful for us to hear the opinions of a young person.]

[It is obvious that opportunities like this make organisations consider how they could go about the training and hiring of young people in future. The Scheme confirms the importance of having young people who are fluent in Gaelic in the workplace, and provides a good example of how they could contribute positively to the work of the organisation.]

ciùil òigridh agus a' cuideachadh ruith an cluba airson seann daoine na sgìre. Fhuair mi cuideachd cothrom leasachadh mo chuid sgilean airson an àit' obrach leis gu robh mi a' cur seachad tòrr ùine ag obair agus a' leasachadh stòras a' chomman.

- 6.5 Chaidh na beachdan a leanas a thoirt seachad le oileanaich ann a bhith a' freagairt na ceist a leanas: *A bheil an SGG air buaidh sam bith a thoirt ort a thaobh smaoineachadh air slighe-obrach san àm ri teachd?*

Tha e air dearbhadh gur e àite-obrach Gàidhlig a bhithinn a' lorg san àm ri teachd.

Chanainn gu bheil e air mo bheachd a dhaingneachadh gu bheil mi air an t-slighe ceart seach gu bheil mi a-nis a' tòiseachadh air PGDE.

[Bha] buaidh uabhasach mòr orm, às dèidh an obair a rinn mi air an sgeama tha mi ag amas air obair Ghàidhlig.

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

Bha e na chuideachadh air leth dhuinne X a bhi còmhla rinn fad an t-samhraidh aig àm a tha uabhasach trang le fèisean is tachartasan eadar-dhealaichte. Bha X ag obair air meadhanan-sòisealta Radio nan Gàidheal agus chuir i gu mòr ris na choilean sinn am bliadhna.

Bha [an Sgeama] buannachdail dha riribh dhuinne am bliadhna a-rithist. Bha an t-oileanach gu math comasach agus easgaidh. Bha cothrom aice na beachdan aice fhèin a chur air adhart agus bha sin feumail dhuinne agus beachd bho neach òga fhaighinn.

Tha e follaiseach gu bheil cothroman mar seo a' toirt brosnachadh don bhuidheann gus beachdachadh air trèanadh is fastadh dhaoine òga san àm ri teachd. Tha an SGG a' dearbhadh luach luchd-obrach òg a tha fileanta sa Ghàidhlig agus a' toirt deagh eisimpleir air mar a dh'fhaodadh iad cur ri obair a' bhuidhinn.

[The Scheme is run effectively, and it is very important for our organisation to be a part of it. It's an excellent opportunity for students, and I hope very strongly that we will have the opportunity again next year to be part of it.]

Tha an sgeama air a ruith gu h-èifeachdadh agus tha e feumail dha riribh don bhuidheann againne a bhith mar [phàirt] dheth. Cothrom air leth do dh'oileanaich 's tha mi gu mòr an dòchas gum bi cothrom againn a bhith mar phàirt dheth a-rithist an ath-bhliadhna.